

The Influence of Workload and Work Stress on the Performance of Legislators at the Sorong Regency Regional House of Representatives Office

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ABSTRACT

The research used is the type of quantitative study that seeks to know and analyze the effect of workload and work stress on the performance of legislators at the Sorong Regency Regional House of Representatives (DPRD) office. The population in this study were all members of the Regional House of Representatives (DPRD) in the Sorong Regency DPRD office as many as 25 people, while for the sample using the saturated sampling method, the overall population was sampled. The data compiled were acquired using a questionnaire, documentation, and observation techniques. The analytical data method used validity testing, reliability testing, and correlational testing. The analytical data technique used is descriptive analysis classical assumption testing. Hypothesis Testing (Multiple Regression, T-Test, and F-Test), and delta coefficient of determination (ΔR^2). The results showed: The workload has a significant effect on the performance of legislators, work stress has a significant effect on the performance of legislators, workload and work stress together affect the performance of legislators. The magnitude of the effect given is 40.9%, while the left 59.1% is explained or influenced by other variables not selected in this study.

Keywords: *Workload, Work Stress, Performance*

1. INTRODUCTION

The formation is essentially based on the principles of decentralization in which the regions have the authority to manage their households [1], [2]. The provisions governing local autonomy are regulated in Law Number 23 of 2014 concerning Regional Government; in that law, it has been mentioned about the role and function of the Regional House of Representatives (DPRD) in regional autonomy. To realize regional autonomy, a region also needs a forum for its people to participate in the government process [3]–[5]. The forum is the Regional House of Representatives (DPRD) which has the task of formulating regional policies on behalf of the electorate and involving the entire community in the political process, government, and regional development to realize community welfare.

Therefore, as the exercise of the local autonomy policy through the application of Law No. 23 of 2014, as the second amendment to Law no. 12 of 2008 concerning Regional Government, the response of the community in various regions with the desire of the community to form a new autonomous region independent of the parent region. This law implies the

central government's efforts to quantify all aspects of regional capabilities in measurable quantities to become an autonomous region, and specific requirements must be met.

One aspect of the ability to meet regional requirements includes: first, the opportunity to compete between regions can be seen from the size of the existing aggregate data indicators or criteria. Second, measuring the performance of an autonomous region becomes more manageable because the value of the distribution of data on an autonomous region can be analyzed statistically specific. Third, the regions can begin to realize the importance of the availability of development data so that the criteria in the law continue to be monitored and equipped to evaluate the performance of development that has been implemented. Thus, forming an autonomous region that can achieve its goals, namely improving the welfare of the people in the region.

The role of the Regional House of Representatives (DPRD) is vast in regional government because it is a regional legislative body that functions as one of the institutions that channel people's aspirations in the region [6]–[8]. One of the functions of the Sorong

Regency Regional House of Representatives (DPRD) as a regional people's representative institution is the legislative function. This function is often referred to as the core of a representative institution, namely as a law-making body within the region's scope, having the authority to form regional regulations (PERDA).

Stress is a condition of tension that affects a person's emotions, thoughts, and physical conditions due to individuals who cannot adapt to the environment [9]–[11].

Work stress arises as a form of individual disharmony with the work environment [12]–[14]. Work stress is a painful condition experienced by workers in completing their work, so it affects workers' emotional response, thought process, and physical condition, resulting in a decrease in work performance, efficiency, and productivity.

Excessive work requires the maximum ability of a person [15]–[18]. In general, excessive work is pressing things that can cause tension. In addition, limited or urgent time in completing a job is a crucial thing that can cause tension. If the work is done in a hurry, it is likely that errors will occur and can be detrimental.

2. METHODS

The research used is a causal associative quantitative study. This type of causation associative quantitative study seeks to determine the influence between two or more independent variables and explains the relationship between independent variables, influences, and is influenced.

This research is a type of descriptive research that aims to describe the effect of the workload and work stress on the performance of legislators at the Regional House of Representatives (DPRD) Sorong Regency office. The population in this study were all employees and members of the Regional House of Representatives (DPRD), while for the sample, using the saturated sample method, namely all 25 Regional House of Representatives (DPRD) members and five people from the secretariat of the Sorong Regency Regional House of Representatives (DPRD). The research data were obtained using a questionnaire, observing, documentation, and interviewing techniques. The analytical data method was used validity testing, reliability testing, and correlational testing. The analytical data technique was used is descriptive analysis classical assumption testing. Hypothesis Testing (Multiple Regression, T-Test, and F-Test), and delta coefficient of determination (ΔR^2).

Data was collected through sources to answer the researcher's problems to obtain this data. The sources referred to are primary data sources, namely all legislators and secretariats at the Sorong Regency Regional House of Representatives (DPRD) office.

3. RESULTS AND DISCUSSION

To analyze the effect of workload and work stress on legislator performance, a simple linear regression analysis was performed simultaneously to compute the effect of the variables.

3.1. Classic Assumption Test

3.1.1. Normality test

The normality testing aims to determine whether the residue value is typically distributable or not. The best regression model must have a residual value that is usually distributable. This study uses the Kolmogorov-Smirnov test, the proceeds of the data processing are shown in Table 1:

Table 1. Testing Kolmogorov-Smirnov Z Test

		Un-standard Residual
N		30
Normal Parameters, b	mean	.0000000
	Std. Dev.	2.46687539
Most Extreme Differences	Abs.	.122
	+	.111
	-	-.122
Kolmogorov-Smirnov Z		.667
Asymp. Significant (2-tailed)		.765

The results of the normality testing of the data in Table 1 show that the significance scores are $0.765 > 0.05$, and it can be deduced that the residual score is usually distributed so that the data used in this study is feasible to use.

3.1.2. Linearity Testing

The linearity testing aims to determine whether two variables have a linear relationship and are significant. Based on the result of the SPSS Program, it is well known that e significance score is 0.153, the result is $>$ from the probability value of 0.05, which means that exist is a significant linear relationship between the workload variable and the legislator's performance. Furthermore, the significance value is 0.823, and the result is $>$ from the probability value of 0.05, which means that have is a significant linear relationship between the work stress variable and performance.

3.1.3. Heteroscedasticity Testing

The heteroscedasticity testing aims to test whether there is a divide of variance of the residuals for all observing in the regression models. This unequal pattern is heteroscedasticity.

From figure 1 above, is no specific pattern, such as establishing a wavy pattern that widens then narrows and widens again. Based on the figure, the spreading of data (dots) that occur randomized, top, and down is the

zero value (0) on the Y-axis. It can be deduced that the regression models used are claimed excellent and worth using because there is no heteroscedasticity.

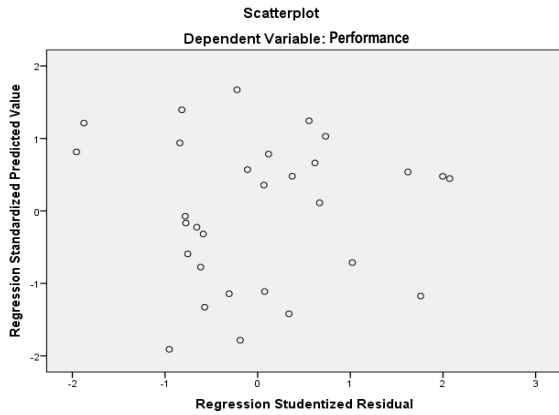


Figure 1. Scatterplot

3.2. Coefficient of Determination Analysis

The coefficient of determination (R^2) aims to determine the model's capabilities to describe the variation of the dependent variable. The score of the coefficient of determination is between zero and one. A small score of R^2 meant that the capabilities of the independent variables in clarifying the variation of the dependent variable is confined. The higher R^2 , the more critical a variable is because this study consists of several variables, the coefficient of determination is used to measure the contribution of the independent variable to the dependent variable. The greater the corrected coefficient of determination or the regression model, the better the model obtained. The following are the output results of SPSS.21 for the coefficient of determination test

3.3. Hypothesis Testing

3.3.1. Multiple Regression Analysis

In multiple regression, the dependent variable is influenced by two or more independent variables, so that exists a functional relationship among the dependent variable, namely the legislator's performance (Y) and the independent variable, namely workload (X_1) and work stress (X_2). To determine the effect, the following equation formula is used:

$$Y = a + b_1.X_1 + b_2.X_2 + e$$

Where:

Y = Performance Employee

a = constant

b = Regression coefficient

X_1 = Work Discipline

X_2 = Competence

E = Standard error

Table 2. Multiple Regression Analysis Coefficients

Variables	Sta. Coefficients	t	Sig.
Workload	-.390	-2.616	.014
Work stress	-.457	-3.065	.005

The based output of the SPSS.21 program output in the Coefficients a table, the following equation results are obtained:

$$Y = a - b_1X_1 - b_2.X_2 + e$$

The above equation shows the relationship among the independent variable and the dependent variable partially or individually; from the existing equation, it is known that the constant value is 83.914, meaning that if there is no change in the workload and work stress variables (the values of X_1 and X_2 are 0) then the legislator's performance at the Sorong Regency DPRD office there are 83.914.

The value of the workload coefficient is -0.252, intent that if the workload variable (X_1) is reduced by 1% assuming the work stress variable (X_2) and the constant (a) is 0 (zero), then the performance of legislators at the Sorong Regency DPRD office is reduced by 25.2 %. This shows that the applied workload variable contributes negatively to employee performance, so the higher the workload of the legislators, the lower the performance of the Sorong Regency DPRD members.

The value of the work stress coefficient is -0.439, meaning that if the work stress variable (X_2) is reduced by 1% assuming the workload variable (X_1) and constant (a) is 0 (zero), then the performance of the Sorong Regency DPRD members decreases by 43.9%. This shows that the work stress of the Sorong Regency DPRD members has a negative contribution to the performance of legislators, so the higher the work stress of each legislator, the lower the performance of DPRD members in Sorong Regency.

3.3.2. Coefficient Correlations (t-test)

If the t-count > t-table, it means that the independent variable (X) partially affects the dependent variable (Y).

Table 3. Standard Coefficient Correlations

Model	t	Sig.	Collinearity Statistics	
			Tolerance	VIF
Workload	-2.616	.014	.982	1.018
Work stress	-3.065	.005	.982	1.018

Based on the output SPSS output above, it is known that the T-table value is for the X_1 variable, the T-count value is -2.616 > the T-table value is 2.052, so it can be concluded that the X_1 variable partially affects the Y variable. As for the X_2 variable, the T-value count -3.065 > the T-table value is 2.052. It can be deduced that the X_2 variable partially also impacts the Y variable.

3.3.3. Simultaneous Test (F-Test)

The F-test is used to test the simultaneous influence of independent variables on the dependent variable. Imam Ghozali [19] reveals if the score of Sig. <0.05, it means that the independent variable (X) influences the dependent variable (Y).

Table 4. Simultaneous Test (F-Test)

Model	df	F	Sig.
Regression	2	9.349	.001
Residual	27		
Total	29		

3.4. Effect of Workload on Legislator Performance

Based on the results of the study that has been carried out, it has been proven that the workload variable affects the legislator's performance variables; this can be seen from the results of the SPSS output on the correlation test results, where the r-count (correlation) value is -0.451* meaning that there is a significant relationship among workload on the performance of legislators, based on the guidelines for providing an interpretation of the correlation coefficient -0.451 is in a moderate position with an interval of 0.41-0.70. However, because the correlative test value is negative, the relationship between workload and legislator performance at the Sorong Regency Regional House of Representatives (DPRD) office is also harmful. This means that the higher the workload felt by Regional House of Representatives (DPRD) members, the lower the resulting performance. Thus, the hypothesis is accepted.

According to Niswaty et al. [20], Workload is the tasks assigned to the workforce or employees to be completed at a particular time by using the skills and potential of the workforce. Based on the opinion of Dharma et al. and Jamaluddin et al. [21], [22] punctuality in completing the targeted tasks must be completed based on the stipulated time provisions and is highly responsible for the tasks that have become responsibilities in the hope that they can be completed to the maximum extent possible.

In addition, the results also show that the workload coefficient value is -0.252, meaning that if the workload variable (X1) is reduced by 1% assuming the work stress variable (X2) and the constant value (a) is 0 (nil), then the legislator's performance at the office Sorong Regency Regional House of Representatives (DPRD) decreased by 25.2%. This shows that the applied workload variable contributes negatively to the performance of legislators, so it can be concluded that the higher the workload, the lower the performance at the Sorong Regency DPRD office.

According to Darwis et al. [23], there is a relationship between workload and performance: a high workload will cause a lack of performance. This is in line with the study results that the researchers found,

that the workload of the Sorong Regency Regional House of Representatives (DPRD) members. This was proven by unstructured interviews with several respondents who complained that the work had been challenging to complete since the beginning of the COVID-19 pandemic. This situation the researchers saw when conducting research. Based on unstructured interviews by several respondents, almost 80% of Regional House of Representatives (DPRD) members are elderly, so they are vulnerable to being exposed to the COVID-19 virus, so they choose the alternative to work from their respective homes. Then, the government implemented PSBB, which is now called PPKM.

3.5. The Effect of Job Stress on Legislator Performance

Based on the results of research that has been done, it has been proven that the work stress variable also affects the legislator's performance variables, this can be seen from the SPSS output results on the correlation test results, the r-count value (correlation) for the relationship between work stress and legislator performance is -0.509* * is in a moderate position with an interval of 0.41-0.70. However, because the value of the correlative test is negative, the relationship between work stress and the performance of legislators at the Sorong Regency Regional House of Representatives (DPRD) office is also harmful. This means that the higher the work stress felt by DPRD members, the lower the resulting performance. Thus, the hypothesis is accepted.

The second factor that can affect the performance of legislators in this study is job stress, according to [24], a condition of tension caused by differences in individual characters that cause a decrease in the performance of legislators. Every member of the DPRD must be faced with work pressure that can cause stress. This can also bring positive things if the work pressure is light and handling. However, if the work pressure is challenging to overcome, this is what causes work stress.

The pandemic has impacted the performance of the Sorong Regency Regional House of Representatives (DPRD) members. Most of the legislators complained that they felt uneasy about the COVID-19 pandemic. This is the most significant factor causing work stress among the Regional House of Representatives (DPRD) Sorong Regency members. Impact on implementing each member of the Regional House of Representatives (DPRD). They feel that almost all work is constrained, both space and funds to realize work programs are minimal.

The results of this study are relevant to the results of research conducted by Pradana [25] (who researched "the relationship between stress and employee performance at the Population and Civil Registration Office of Polewali Mandar Regency." The results showed an influence of work stress on the performance

of the Population and Civil Registration Office of Polewali Mandar Regency.

3.6. The Effect of Workload and Work Stress on Legislator Performance

Performance is a result that is measured based on the success or failure of organizational goals or the results of work achievements produced by a person in carrying out his duties by the responsibility given to him. Improving workers' performance in terms of service to the community is very important to note because it can affect the organization in achieving goals. Every organization or office indeed expects that every community service worker has high performance or maintains a performance that has been assessed as suitable. In the eyes of society in general and the organization itself. Whether or not employee performance can be influenced by two factors, namely workload and work stress.

As a member of the Regional House of Representatives (DPRD), he has general duties and functions, namely, a legislative function, a budget function, and a supervisory function. The budget function oversees discussing, designing, and determining the budget submitted to the executive. As a supervisory function, the Regional House of Representatives (DPRD) carries out its duties by conducting visits to monitor work related to the development of the targeted areas. The latter as a legislative function, namely as a regional regulation maker.

Based on the results of a study that has been carried out through SPSS data processing, the output of the f-test is obtained, namely the F-table value of 3.35, because the F-count value is 9.349 > F-table 3.35, it can be concluded that the variable workload (X1) and work stress is (X2) simultaneously or jointly affect the legislator's performance variable (Y).

The results of the data processing in the Model Summary table show that in the R-Square column, the R-Square value is 0.409, which means that the magnitude of the influence given by the workload and work stress variables on the legislator's performance is 40.9%. The magnitude of the effect given is 40.9%, while the left 59.1% is explained or influenced by other variables not selected in this study

4. CONCLUSION

There is a negative and significant effect among workload on the performance of legislators at the Sorong Regency Regional House of Representatives (DPRD) office; the magnitude of the contributions of the influence of workload on legislative performance is 25.2%. This means that the higher the workload of Regional House of Representatives (DPRD) members,

the lower the performance of Regional House of Representatives (DPRD) members.

There is a negative and significant effect of work stress on the performance of legislators at the DPRD Sorong Regency, the contribution of work stress to the performance of legislators, is 43.9%. This means that the higher the work stress felt by Regional House of Representatives (DPRD) members, the lower the performance of Regional House of Representatives (DPRD) members.

There is a simultaneous (together) effect of workload and work stress on the performance of legislators at the Sorong Regency Regional House of Representatives (DPRD) office. The magnitude of the influence given by the workload and work stress simultaneously on the performance of legislators is 40.9%, the remaining 59.1% is explained or influenced by other variables not selected in this study.

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